

Real Property Sales and Support Services - BCA

Average Discount offered from GSA Schedule Rates: (b) (4) (See Note 1)

Average Annual Escalation Rate: (b) (4)

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) (4) if on site more than 1 month.

BCA Notes on Pricing

Note 1 - In BCA's experience, many, if not most GSA projects are fixed fees. BCA pricing on those projects are likely to contain even lower rates.

Note 2 - Pricing for Appendix E must be very inexact due to the lack of detail provided. BCA's designated subcontractor performs this work for Treasury with blended pricing including fixed fee item, cost plus activities, and a percentage of sales. BCA proposes using the same pricing scenario for this project as approved by Treasury for the same services. The percentage of sales would be 4% for the gross sales volume for real property.

Note 3 - BCA will offer a 10% discount on its rates for projects where contractor is on site for more than 1 month.

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Partner/Principal	(b) (4)				
Project Manager	Senior Manager					
Senior Real Estate Specialist	Manager					
Real Estate Specialist	Systems Specialist					
Senior Financial Analyst	Manager					
Real Estate Broker	Systems Specialist					
Real Estate Agent	Senior Accountant/Analyst					
Environmental Specialist	Manager					
Valuation Specialist	Systems Specialist					
Subject Matter Expert 3	Manager					
Technical Writer	Systems Analyst					
Administrative Support	Staff Auditor/Analyst					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Partner/Principal
Project Manager	Senior Manager
Senior Real Estate Specialist	Manager
Real Estate Specialist	Systems Specialist
Senior Financial Analyst	Manager
Real Estate Broker	Systems Specialist
Real Estate Agent	Senior Accountant/Analyst
Environmental Specialist	Manager
Valuation Specialist	Systems Specialist
Subject Matter Expert 3	Manager
Technical Writer	Systems Analyst
Administrative Support	Staff Auditor/Analyst

Real Property Sales and Support Services - MMRE

Average Discount offered from GSA Schedule Rates: **(b) (4)**%.

Average Annual Escalation Rate: **(b) (4)**.

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: **(b) (4)**.

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Director	(b) (4)				
Project Manager	Senior Manager					
Senior Real Estate Specialist	Senior Manager					
Real Estate Specialist	Senior Specialist					
Senior Financial Analyst	Senior Specialist					
Real Estate Broker	Senior Specialist					
Real Estate Agent	Junior Specialist					
Environmental Specialist	Junior Specialist					
Valuation Specialist	Junior Specialist					
Subject Matter Expert 3	Director					
Technical Writer	Analyst					
Administrative Support	Analyst					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Director
Project Manager	Senior Manager
Senior Real Estate Specialist	Senior Manager
Real Estate Specialist	Senior Specialist
Senior Financial Analyst	Senior Specialist
Real Estate Broker	Senior Specialist
Real Estate Agent	Junior Specialist
Environmental Specialist	Junior Specialist
Valuation Specialist	Junior Specialist
Subject Matter Expert 3	Director
Technical Writer	Analyst
Administrative Support	Analyst

Real Property Sales and Support Services - Matt Martin/Corvus Group Team

Average Discount offered from GSA Schedule Rates: (b) (4) %.

Average Annual Escalation Rate: (b) (4) %

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) (4)

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Managing Director	(b) (4)				
Project Manager	Senior Director					
Senior Real Estate Specialist	Director					
Real Estate Specialist	Associate					
Senior Financial Analyst	Director					
Real Estate Broker	Manager I					
Real Estate Agent	Associate					
Environmental Specialist	Manager I					
Valuation Specialist	Manager I					
Subject Matter Expert 3	Senior Functional Expert					
Technical Writer	Analyst					
Administrative Support	Analyst					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Managing Director
Project Manager	Senior Director
Senior Real Estate Specialist	Director
Real Estate Specialist	Associate
Senior Financial Analyst	Director
Real Estate Broker	Manager I
Real Estate Agent	Associate
Environmental Specialist	Manager I
Valuation Specialist	Manager I
Subject Matter Expert 3	Senior Functional Expert
Technical Writer	Analyst
Administrative Support	Analyst

Real Property Sales and Support Services - MMRE/CBRE Team

Average Discount offered from GSA Schedule Rates: (b) (4)

Average Annual Escalation Rate: (b) (4)

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) (4)

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Financial Expert	(b) (4)				
Project Manager	Financial Alliance Manager					
Senior Real Estate Specialist	Financial Expert					
Real Estate Specialist	Financial Specialist IV					
Senior Financial Analyst	Financial Expert					
Real Estate Broker	Financial Specialist IV					
Real Estate Agent	Financial Specialist II					
Environmental Specialist	Financial Expert					
Valuation Specialist	Financial Specialist IV					
Subject Matter Expert 3	Financial Expert					
Technical Writer	Financial Specialist I					
Administrative Support	Financial Support Specialist					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Financial Expert
Project Manager	Financial Alliance Manager
Senior Real Estate Specialist	Financial Expert
Real Estate Specialist	Financial Specialist IV
Senior Financial Analyst	Financial Expert
Real Estate Broker	Financial Specialist IV
Real Estate Agent	Financial Specialist II
Environmental Specialist	Financial Expert
Valuation Specialist	Financial Specialist IV
Subject Matter Expert 3	Financial Expert
Technical Writer	Financial Specialist I
Administrative Support	Financial Support Specialist

Real Property Sales and Support Services - MMRE/Alvarez Marsal Team

Average Discount offered from GSA Schedule Rates: (b) (4)

Average Annual Escalation Rate: (b) (4)

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) (4)

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Managing Director	(b) (4)				
Project Manager	Senior Director					
Senior Real Estate Specialist	Director					
Real Estate Specialist	Associate					
Senior Financial Analyst	Director					
Real Estate Broker	Manager I					
Real Estate Agent	Associate					
Environmental Specialist	Manager I					
Valuation Specialist	Manager I					
Subject Matter Expert 3	Senior Functional Expert					
Technical Writer	Analyst					
Administrative Support	Analyst					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Managing Director
Project Manager	Senior Director
Senior Real Estate Specialist	Director
Real Estate Specialist	Associate
Senior Financial Analyst	Director
Real Estate Broker	Manager I
Real Estate Agent	Associate
Environmental Specialist	Manager I
Valuation Specialist	Manager I
Subject Matter Expert 3	Senior Functional Expert
Technical Writer	Analyst
Administrative Support	Analyst

Real Property Sales and Support Services - CBRE

Average Discount offered from GSA Schedule Rates: (b) (4)

Average Annual Escalation Rate: 3%

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) (4)

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Prog. Mgr	Financial Expert	(b) (4)				
Proj. Mgr	Financial Alliance Manager					
Sr. R/E Spec	Financial Expert					
R/E Spec.	Financial Specialist IV					
Sr. Fin Anal	Financial Expert					
R/E Broker	Financial Specialist IV					
R/E Agent	Financial Specialist II					
Env. Spec	Financial Specialist IV					
Valuation Spec	Financial Expert					
SME 3	Financial Expert					
Technical Writer	Financial Specialist I					
Admin	Financial Support Specialist					
BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category					
Prog. Mgr	Financial Expert	(b) (4)				
Proj. Mgr	Financial Alliance Manager					
Sr. R/E Spec	Financial Expert					
R/E Spec.	Financial Specialist IV					
Sr. Fin Anal	Financial Expert					
R/E Broker	Financial Specialist IV					
R/E Agent	Financial Specialist II					
Env. Spec	Financial Specialist IV					
Valuation Spec	Financial Expert					
SME 3	Financial Expert					
Technical Writer	Financial Specialist I					
Admin	Financial Support Specialist					

Real Property Sales and Support Services - CBRE/Booz-Allen Team

Average Discount offered from GSA Schedule Rates (b) (4)

Average Annual Escalation Rate (b) (4) %

Average Delta, or difference, between Government Site Rates and Contractor Site Rates (b) (4) %.

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Program Manager	(b) (4)				
Project Manager	Project Manager					
Senior Real Estate Specialist	Subject Matter Expert II					
Real Estate Specialist	Cost Analyst					
Senior Financial Analyst	Senior Financial Systems Analyst					
Real Estate Broker	Senior Procurement Specialist					
Real Estate Agent	Junior Cost Analyst					
Environmental Specialist	Subject Matter Expert I					
Valuation Specialist	Subject Matter Expert II					
Subject Matter Expert 3	Subject Matter Expert III					
Technical Writer	Technical Writer					
Administrative Support	Document Specialist					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Program Manager
Project Manager	Project Manager
Senior Real Estate Specialist	Subject Matter Expert II
Real Estate Specialist	Cost Analyst
Senior Financial Analyst	Senior Financial Systems Analyst
Real Estate Broker	Senior Procurement Specialist
Real Estate Agent	Junior Cost Analyst
Environmental Specialist	Subject Matter Expert I
Valuation Specialist	Subject Matter Expert II
Subject Matter Expert 3	Subject Matter Expert III
Technical Writer	Technical Writer
Administrative Support	Document Specialist

Real Property Sales and Support Services - EMAX

Average Discount offered from GSA Schedule Rates (b) (4).

Average Annual Escalation Rate: (b) (4).

Average Delta, or difference, between Government Site Rates and Contractor Site Rates (b) (4).

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Partner/Principal	(b) (4)				
Project Manager	Managing Director					
Senior Real Estate Specialist	Managing Director					
Real Estate Specialist	Managing Director					
Senior Financial Analyst	Senior Manager					
Real Estate Broker	Senior Manager					
Real Estate Agent	Junior Underwriter					
Environmental Specialist	Non-Principal/Junior Professional					
Valuation Specialist	Non-Principal/Junior Professional					
Subject Matter Expert 3	Managing Director					
Technical Writer	Senior Manager					
Administrative Support	Administrative Assistant/Clerk					
BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category					
Program Manager	Partner/Principal					
Project Manager	Managing Director					
Senior Real Estate Specialist	Managing Director					
Real Estate Specialist	Managing Director					
Senior Financial Analyst	Senior Manager					
Real Estate Broker	Senior Manager					
Real Estate Agent	Junior Underwriter					
Environmental Specialist	Non-Principal/Junior Professional					
Valuation Specialist	Non-Principal/Junior Professional					
Subject Matter Expert 3	Managing Director					
Technical Writer	Senior Manager					
Administrative Support	Administrative Assistant/Clerk					

Real Property Sales and Support Services - EMAX/Verdi Team

Average Discount offered from GSA Schedule Rates: (b) (4).

Average Annual Escalate Rate: (b) (4) %.

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) (4).

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Accounting Manager	(b) (4)				
Project Manager	Project Manager					
Senior Real Estate Specialist	Sr. Financial Systems Technical Analyst					
Real Estate Specialist	Senior Financial Program Analyst					
Senior Financial Analyst	Senior Financial Program Analyst					
Real Estate Broker	Audit Manager					
Real Estate Agent	Auditor Senior					
Environmental Specialist	Sr. Financial Systems Technical Analyst					
Valuation Specialist	Sr. Financial Systems Technical Analyst					
Subject Matter Expert 3	Sr. Financial Systems Technical Analyst					
Technical Writer	Deputy Project Manager					
Administrative Support	Accountant					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Accounting Manager
Project Manager	Project Manager
Senior Real Estate Specialist	Sr. Financial Systems Technical Analyst
Real Estate Specialist	Senior Financial Program Analyst
Senior Financial Analyst	Senior Financial Program Analyst
Real Estate Broker	Audit Manager
Real Estate Agent	Auditor Senior
Environmental Specialist	Sr. Financial Systems Technical Analyst
Valuation Specialist	Sr. Financial Systems Technical Analyst
Subject Matter Expert 3	Sr. Financial Systems Technical Analyst
Technical Writer	Deputy Project Manager
Administrative Support	Accountant

Real Property Sales and Support Services - PWC-Keres Team

Average Discount offered from GSA Schedule Rates: (b) .

Average Annual Escalation Rate (PWC): (b) .

Average Annual Escalation Rate (Keres): (b) .

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b)%.

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager (PWC)	EDP Director	(b) (4)				
Project Manager (PWC)	EDP Senior Manager II					
Senior Real Estate Specialist (PWC)	EDP Audit Senior II					
Real Estate Specialist (Keres)	Real Estate Specialist III					
Senior Financial Analyst (PWC)	Junior Topical Expert					
Real Estate Broker (Keres)	Subject Matter Expert II					
Real Estate Agent (Keres)	Real Estate Specialist III					
Environmental Specialist (Keres)	Subject Matter Expert III					
Valuation Specialist/Appraiser (PWC)	EDP Manager II					
Subject Matter Expert 3 (PWC)	Senior Topical Expert					
Technical Writer (Keres)	Technical Writer					
Administrative Support (Keres)	Administrative Support					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager (PWC)	EDP Director
Project Manager (PWC)	EDP Senior Manager II
Senior Real Estate Specialist (PWC)	EDP Audit Senior II
Real Estate Specialist (Keres)	Real Estate Specialist III
Senior Financial Analyst (PWC)	Junior Topical Expert
Real Estate Broker (Keres)	Subject Matter Expert II
Real Estate Agent (Keres)	Real Estate Specialist III
Environmental Specialist (Keres)	Subject Matter Expert III
Valuation Specialist/Appraiser (PWC)	EDP Manager II
Subject Matter Expert 3 (PWC)	Senior Topical Expert
Technical Writer (Keres)	Technical Writer
Administrative Support (Keres)	Administrative Support

Real Property Sales and Support Services - Value Recovery Holding (VRH)

Average Discount offered from GSA Schedule Rates: (b) (4).

Average Annual Escalation Rate: (b) (4).

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) (4).

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Senior Advisor	(b) (4)				
Project Manager	Senior Manager					
Senior Real Estate Specialist	Senior Advisor					
Real Estate Specialist	Project Manager					
Senior Financial Analyst	Senior Professional					
Real Estate Broker	Senior Professional					
Real Estate Agent	Consultant					
Environmental Specialist	Project Manager					
Valuation Specialist	Consultant					
Subject Matter Expert 3	Senior Advisor					
Technical Writer	Para Professional					
Administrative Support	Clerical Professional					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Senior Advisor
Project Manager	Senior Manager
Senior Real Estate Specialist	Senior Advisor
Real Estate Specialist	Project Manager
Senior Financial Analyst	Senior Professional
Real Estate Broker	Senior Professional
Real Estate Agent	Consultant
Environmental Specialist	Project Manager
Valuation Specialist	Consultant
Subject Matter Expert 3	Senior Advisor
Technical Writer	Para Professional
Administrative Support	Clerical Professional

Real Property Sales and Support Services - Value Recovery Holding (VRH)/Grant Thornton Team

Average Discount offered from GSA Schedule Rates: (b) .

Average Annual Escalation Rate: (b) .

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b)%.

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Senior Manager	(b) (4)				
Project Manager	Senior Manager					
Senior Real Estate Specialist	Manager					
Real Estate Specialist	Senior Consultant					
Senior Financial Analyst	Manager					
Real Estate Broker	Senior Manager					
Real Estate Agent	Administrator					
Environmental Specialist	Manager					
Valuation Specialist	Manager					
Subject Matter Expert 3	Engagement Partner					
Technical Writer	Manager					
Administrative Support	Administrator					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Senior Manager
Project Manager	Senior Manager
Senior Real Estate Specialist	Manager
Real Estate Specialist	Senior Consultant
Senior Financial Analyst	Manager
Real Estate Broker	Senior Manager
Real Estate Agent	Administrator
Environmental Specialist	Manager
Valuation Specialist	Manager
Subject Matter Expert 3	Engagement Partner
Technical Writer	Manager
Administrative Support	Administrator

Real Property Sales and Support Services - Value Recovery Holding (VRH)/RER solutions Team

Average Discount offered from GSA Schedule Rates: (b) .

Average Annual Escalation Rate (b) .

Average Delta, or difference, between Government Site Rates and Contractor Site Rates (b) .

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Managing Director	(b) (4)				
Project Manager	Senior Manager					
Senior Real Estate Specialist	Senior Professional					
Real Estate Specialist	Financial Specialist					
Senior Financial Analyst	Senior Professional					
Real Estate Broker	Junior Professional					
Real Estate Agent	Junior Professional					
Environmental Specialist	Senior Professional					
Valuation Specialist	Financial Specialist					
Subject Matter Expert 3	Senior Professional					
Technical Writer	Junior Professional					
Administrative Support	Clerical					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Managing Director
Project Manager	Senior Manager
Senior Real Estate Specialist	Senior Professional
Real Estate Specialist	Financial Specialist
Senior Financial Analyst	Senior Professional
Real Estate Broker	Junior Professional
Real Estate Agent	Junior Professional
Environmental Specialist	Senior Professional
Valuation Specialist	Financial Specialist
Subject Matter Expert 3	Senior Professional
Technical Writer	Junior Professional
Administrative Support	Clerical

Real Property Sales and Support Services - Value Recovery Holding (VRH)/Scully Capital Team

Average Discount offered from GSA Schedule Rates: (b) %.

Average Annual Escalation Rate: (b) %.

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) %.

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Principal	(b) (4)				
Project Manager	Director					
Senior Real Estate Specialist	Director					
Real Estate Specialist	Director					
Senior Financial Analyst	Senior Associate					
Real Estate Broker	Senior Associate					
Real Estate Agent	Senior Associate					
Environmental Specialist	Senior Associate					
Valuation Specialist	Project Associate					
Subject Matter Expert 3	Director					
Technical Writer	Research Associate					
Administrative Support	Research Associate					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Principal
Project Manager	Director
Senior Real Estate Specialist	Director
Real Estate Specialist	Director
Senior Financial Analyst	Senior Associate
Real Estate Broker	Senior Associate
Real Estate Agent	Senior Associate
Environmental Specialist	Senior Associate
Valuation Specialist	Project Associate
Subject Matter Expert 3	Director
Technical Writer	Research Associate
Administrative Support	Research Associate

Real Property Sales and Support Services - Value Recovery Holding (VRH)/Signet Partners Team

Average Discount offered from GSA Schedule Rates: (b) %.

Average Annual Escalation: (b) %.

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) %.

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Senior Professional	(b) (4)				
Project Manager	Senior Professional					
Senior Real Estate Specialist	Senior Professional					
Real Estate Specialist	Manager					
Senior Financial Analyst	Manager					
Real Estate Broker	Professional					
Real Estate Agent	Professional					
Environmental Specialist	Junior Professional					
Valuation Specialist	Junior Professional					
Subject Matter Expert 3	Manager					
Technical Writer	Junior Professional					
Administrative Support	Clerical/Support					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Senior Professional
Project Manager	Senior Professional
Senior Real Estate Specialist	Senior Professional
Real Estate Specialist	Manager
Senior Financial Analyst	Manager
Real Estate Broker	Professional
Real Estate Agent	Professional
Environmental Specialist	Junior Professional
Valuation Specialist	Junior Professional
Subject Matter Expert 3	Manager
Technical Writer	Junior Professional
Administrative Support	Clerical/Support

Real Property Sales and Support Services - Jones Lang LaSalle

Average Discount offered from GSA Schedule Rates: (b) (4).

Average Annual Escalation Rate: (b) (4).

Average Delta, or difference, between Government Site Rates and Contractor Site Rates: (b) (4) %.

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Program Manager	(b) (4)				
Project Manager	Project Manager					
Senior Real Estate Specialist	Program Manager					
Real Estate Specialist	Financial Analyst (Senior)					
Senior Financial Analyst	Real Estate Specialist (Junior)					
Real Estate Broker	Real Estate Specialist (Junior)					
Real Estate Agent	Financial Analyst (Junior)					
Environmental Specialist	Financial Analyst (Junior)					
Valuation Specialist	Financial Analyst (Senior)					
Subject Matter Expert 3	Real Estate Specialist (Senior)					
Technical Writer	Technical Writer					
Administrative Support	Administrative					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Program Manager
Project Manager	Project Manager
Senior Real Estate Specialist	Program Manager
Real Estate Specialist	Financial Analyst (Senior)
Senior Financial Analyst	Real Estate Specialist (Junior)
Real Estate Broker	Real Estate Specialist (Junior)
Real Estate Agent	Financial Analyst (Junior)
Environmental Specialist	Financial Analyst (Junior)
Valuation Specialist	Financial Analyst (Senior)
Subject Matter Expert 3	Real Estate Specialist (Senior)
Technical Writer	Technical Writer
Administrative Support	Administrative

Real Property Sales and Support Services - McGladrey

Average Discount offered from GSA Schedule Rates (b) .

Average Annual Escalation Rate (b) .

Average Delta, or difference, between Government Site Rates and Contractor Site Rates (b) .

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Managing Director/ Partner	(b) (4)				
Project Manager	Director/ Principal					
Senior Real Estate Specialist	Senior Manager					
Real Estate Specialist	Manager					
Senior Financial Analyst	Director/ Principal					
Real Estate Broker	Manager					
Real Estate Agent	Experienced Senior					
Environmental Specialist	Manager					
Valuation Specialist	Manager					
Subject Matter Expert 3	Managing Director/ Partner					
Technical Writer	Senior					
Administrative Support	Staff					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Managing Director/ Partner
Project Manager	Director/ Principal
Senior Real Estate Specialist	Senior Manager
Real Estate Specialist	Manager
Senior Financial Analyst	Director/ Principal
Real Estate Broker	Manager
Real Estate Agent	Experienced Senior
Environmental Specialist	Manager
Valuation Specialist	Manager
Subject Matter Expert 3	Managing Director/ Partner
Technical Writer	Senior
Administrative Support	Staff

Real Property Sales and Support Services - McGladrey/Landair Team

Average Discount offered from GSA Schedule Rates (b) (4).

Average Annual Escalation Rate: (b) (4).

Average Delta, or difference, between Government Site Rates and Contractor Site Rates (b) (4).

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category	Year 1: Fixed Hourly Rate	Year 2: Fixed Hourly Rate	Year 3: Fixed Hourly Rate	Year 4: Fixed Hourly Rate	Year 5: Fixed Hourly Rate
Program Manager	Principal	(b) (4)				
Project Manager	Principal					
Senior Real Estate Specialist	Transaction Specialist II					
Real Estate Specialist	Transaction Specialist I					
Senior Financial Analyst	Transaction Specialist II					
Real Estate Broker	Transaction Specialist I					
Real Estate Agent	Project Representative II					
Environmental Specialist	Project Representative II					
Valuation Specialist	Transaction Specialist I					
Subject Matter Expert 3	Transaction Specialist II					
Technical Writer	Project Representative II					
Administrative Support	Technical Support I					

BPA's Mandatory Labor Categories	Contractor's GSA Schedule 520 Corresponding Labor Category
Program Manager	Principal
Project Manager	Principal
Senior Real Estate Specialist	Transaction Specialist II
Real Estate Specialist	Transaction Specialist I
Senior Financial Analyst	Transaction Specialist II
Real Estate Broker	Transaction Specialist I
Real Estate Agent	Project Representative II
Environmental Specialist	Project Representative II
Valuation Specialist	Transaction Specialist I
Subject Matter Expert 3	Transaction Specialist II
Technical Writer	Project Representative II
Administrative Support	Technical Support I